

Canada's New National Training Program

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SKILL NEEDS OPEN UP NEW OPPORTUNITIES FOR NON-TRADITIONAL JOBS

Training for non-traditional jobs

If a woman in a job traditionally done by men, you could benefit of wages paid — up to 75 per cent — during training period. The rest of your training

The National Industrial Training Program, federally supported, is being re-oriented to better meet the needs of the economy. The money spent on training is more effective. The National Industrial Training Program includes a grant to encourage employers to hire women in non-traditional jobs, including those which are in critically short

Financial Assistance is

reimbursed for 75 per cent of a woman's wages (to a maximum of \$100 per week) if you train a woman in a non-traditional job. In occupations such as crane operating, and crane operating, have formed the vast majority of the work force. Financial assistance is available for up to one year of training.

If a woman for a non-traditional job, such as tool and die making, you are eligible for financial assistance for up to two years. Critical Trade Skills Program, you can be reimbursed for 75 per cent of wages paid to you during your entire two-year training

you will be reimbursed to offset the cost of training. You may incur. Finan-

cial assistance includes up to 100 per cent for instructors' salaries, equipment and aids and related courses such as assertiveness training or orientation sessions for male co-workers. If you are not equipped to provide such training, we can arrange for it to be given by an outside agency.

Are You Eligible?

Canadian employers and employer associations whose operations are not financed mainly from tax revenues are eligible to apply for financial help to train employees under the National Industrial Training Program. If your firm or others in your area decide it is best to get needed training done jointly through an industrial training council or a private training organization we can provide the same assistance for your workers on your behalf.

How to Apply

If you wish to train a woman in a non-traditional job, talk to a counsellor at your nearest Canada Employment Centre (CEC). The counsellor can explain how the program works, provide you with a list of non-traditional occupations in your area and advise you how to prepare a training proposal.

Trainees

Eligible adults can be recruited through the CEC. To be considered for training, they must be or become your employees and they cannot be members of your immediate family. The training and related job experience must increase their employability and/or earning capacity. Potential trainees must have reached the regular school leaving age in the province where they live.

What Other Employers Say about Women and Non-traditional Work

The following comments represent the views of a cross-section of employers who have hired women for jobs often performed exclusively by men.

"Women's attitudes have changed. They are now more willing to do jobs traditionally left to men — jobs requiring heavy lifting, for example". (Jerry Reynolds, Branch Manager, Conmac Western Industries Limited)

"She's a good apprentice and has the potential to become an excellent machinist" (Raymond Dery, Vice-President and General Manager, A.W.S.M. Ltée)

"We don't hire them because they are women, but because they are qualified". (Cy Smyth, Administrator, Operational Garages, Edmonton Transit)

For more information:

Other training brochures, available from your CEC, are:

- Train Workers on the Job;
- Train Workers for Critical Skills; and
- Skills Growth Fund





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TO MEET SKILL NEEDS TRAIN WOMEN FOR NON-TRADITIONAL JOBS

Train Women for Non-traditional jobs

If you train a woman in a job traditionally done by men, you could recover 75 per cent of wages paid — up to \$250 per week — during training and up to 100 per cent of your training costs.

Under the National Industrial Training Program, federally supported training has been re-oriented to better meet the skill needs of the economy and to ensure that money spent on training is cost-effective. The National Industrial Training Program includes a special incentive to encourage employers to train women in non-traditional jobs, including those which are highly skilled and in critically short supply.

What Kind of Assistance is Available?

You can be reimbursed for 75 per cent of your trainee's wages (to a maximum of \$250 a week) if you train a woman to do a non-traditional job. In general, these are occupations such as micro-electronics and crane operating, in which men have formed the vast majority of the work force. Financial assistance is available for up to one year for this kind of training.

If you train a woman for a non-traditional job such as tool and die making or machining, you are eligible for financial assistance for up to two years. Under the Critical Trade Skills Training initiative, you can be reimbursed for 75 per cent of wages paid to trainees for the entire two-year training period.

You can also be reimbursed to offset other costs you may incur. Finan-

cial assistance includes up to 100 per cent for instructors' salaries, equipment and aids and related courses such as assertiveness training or orientation sessions for male co-workers. If you are not equipped to provide such training, we can arrange for it to be given by an outside agency.

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Nouveau Programme national de formation du Canada



AFIN DE COMBLER LES BESOINS EN COMPÉTENCES:
FORMER DES FEMMES DANS DES PROFESSIONS NON TRADITIONNELLES

Former des femmes dans des professions non traditionnelles

Si vous formez une femme dans un emploi traditionnellement exercé par des hommes, vous pourriez obtenir le remboursement de 75% du salaire versé jusqu'à concurrence de \$250 par semaine durant la formation et jusqu'à 100% de vos frais de formation.

En vertu du Programme national de formation dans l'industrie, la formation

subventionnée par le gouvernement fédéral a subi une réorientation visant à mieux satisfaire les besoins en compétences de l'économie et à assurer la rentabilité des fonds consacrés à la formation. Le Programme national de formation dans l'industrie comporte un stimulant visant expressément à inciter les employeurs à former des femmes dans des professions non traditionnelles pour elles, y compris les professions de haute spécialisation où l'on enregistre une pénurie aiguë de main-d'œuvre.

Nature de l'aide offerte

Si vous formez une femme de façon à lui permettre d'exercer un emploi traditionnellement réservé aux hommes, vous pouvez avoir droit à un remboursement de 75% du salaire versé à la stagiaire (jusqu'à concurrence de \$250 par semaine). En général, il s'agit de professions comme le dessin industriel, la programmation d'ordinateurs ou l'ébénisterie, la microélectronique et la manœuvre de grues, dans lesquelles les hommes ont constitué par le passé la très grande majorité de la population active. Pour ce genre de formation, une aide financière est disponible pour une période d'un an.

Si vous formez des femmes dans des emplois traditionnellement réservés aux hommes, comme celui d'outilleur-ajusteur, vous êtes admissibles à une aide financière pouvant aller jusqu'à deux ans. Aux fins de la formation dans les métiers en pénurie de main-d'œuvre spécialisée, vous êtes admissibles à un remboursement pouvant atteindre 75% du salaire versé à chaque

Admissibilité

Vous pouvez en outre avoir droit à un remboursement pendant l'entière période de formation de deux ans. Les employeurs canadiens et les associations canadiennes d'employeurs dont les opérations ne sont pas financées par des revenus fiscaux peuvent présenter une demande d'aide financière en vertu du Programme national de formation dans l'industrie. Si vous ou d'autres employeurs dans votre secteur estimez qu'il serait préférable d'obtenir des cours de formation par l'intermédiaire d'un conseil de formation industrielle ou une organisation de formation privée, nous pouvons assurer pour vous la même aide à vos travailleurs.

Comment présenter une demande

Si vous voulez former une femme dans un emploi non traditionnel, parlez-en à un conseiller du Centre d'Emploi du Canada (CEC) le plus rapproché de chez vous. Le conseiller peut vous expliquer le fonctionnement du programme, vous donner une liste des emplois non traditionnels dans votre secteur et vous conseiller sur la façon d'établir votre projet de formation.

Stagiaires

Les stagiaires admissibles peuvent être recrutés par le truchement du CEC. La candidate doit travailler pour vous ou devenir votre employée mais elle ne doit pas faire partie de votre famille immédiate. La formation et l'expérience professionnelle connexe doivent accroître l'employabilité et (ou) les perspectives salariales de la candidate. Les stagiaires éventuelles doivent en outre avoir atteint l'âge légal de fin de scolarité de la province où elles habitent.

Pour de plus amples renseignements:

- la Formation en cours d'emploi;
- la Formation dans les métiers en pénurie de main-d'œuvre spécialisée;
- la Caisse d'accroissement des compétences professionnelles.

"C'est une bonne apprentie qui a ce qu'il faut pour devenir une excellente régisseuse-conductrice de machines-outils". (M. Raymond Dery, vice-président et directeur général, A.W.S.M. Ltée).

"Nous ne les engageons pas parce que ce sont des femmes, mais parce qu'elles sont qualifiées." (M. Cy Smith, administrateur des garages opérationnels, société de transport en commun d'Edmonton).

"Les attitudes des femmes ont changé. Elles sont maintenant plus disposées à faire des travaux traditionnellement réservés aux hommes, par exemple des tâches exigeant le levage des poids considérables." (M. Jerry Reynolds, directeur de succursale, "Commac Western Industries Limited").

Opinions d'autres employeurs au sujet des femmes dans des emplois non traditionnels



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